



By Dr. Sundar Kataria,
CMD

Food Safety

Food Safety In Our Country

What a common man understands by the Food Safety ?

There are 5 basic things / key rules for food.



We follow the following 8 steps to have safe food

1. Wash hands thoroughly
2. Keep Cleaning the surface regularly
3. Wash / Sanitize the fruits and vegetables
4. Prevent cross contamination of raw materials and cooked foods.
5. Thaw the food items thoroughly
6. Cook the food thoroughly
7. Refrigerate properly
8. Know when the food is spoiled and to be discarded / thrown out



The food raw materials are divided into

1. Fruits & Vegetables
2. Meat Items (Meat)
3. Fish & Fish Items
4. Poultry
5. Milk and Milk Products
6. Dry Items (Grains & Pulses)
7. Cooking Oil
8. Water
9. Beverages & Drinks
10. Cooked Food
11. Ready to eat items



What are Food Hazards

The food hazards categorized in 3 are

1. Physical Hazards
(Hair, stone, metal parts)



2. Chemical Hazards
(Residue of fertilizers & pesticides)



3. Biological Hazards
(Pathogens)



We need to carry our risk and hazards analysis to know critical control and establish critical control point. The necessary mitigation and control are experienced for the manufacturing and services of the food industry sector.

Food Safety & Food Safety Standards

Food Safety and Standards Act, 2006 - An Act to consolidate the laws relating to food and to establish the Food Safety and Standards Authority of India for laying down science based standards for articles of food and to regulate their manufacture, storage, distribution, sale and import, to ensure availability of safe and wholesome food for human consumption and for matters connected therewith or incidental thereto

Recently FSSAI also authorized the conformity Assessment Bodies like ICS (International Certification Services) to work on their behalf to enhance verification and audit of food manufacturers in India due to fast growth of food industry.

India being a large continent has various food cuisines across North to South and East to West . Moreover change of food habits in the metro cities among present young generation and are shifting to ready to eat / cooked meals and international food items has developed the taste that they are trying and adapting to new names.

Today it is not challenge for FSS and FSSAI but other related Food Industry to cater the fast growing needs of food industry.

Inspection and Testing Laboratories, Packaging Industry, Conformity Assessment Body, Food Equipment, Manufacturer, Cold Chain, Warehouses, Logistics & Transportation, Research and Development Center and Universities to have qualified food technologies and consultants etc.

Year 2022 will see a big growth & development of food industry by 15% to 20% .



By Mr. O. P. Rana
Director- Kingdom
Food Products
Pvt. Ltd.

ISO 22000 Food Safety Management System

The International Organization for Standardization (ISO) is an independent, non-governmental international organization with a membership of 165 national standards bodies. It brings together experts to share knowledge and develop voluntary, consensus-based, market relevant International Standards that support innovation and provide solutions to global challenges.

22000 is a Series Representing Food Safety Management System Standards "MSS". ISO/TC-

34 is a Technical Committee for Food Products. ISO/TC34/Sc-17 is sub-committee responsible for developing Management System Standard for Food Products. ISO 22000:2005 (Food Safety Management System) was issued on 1st September, 2005.



1. Why Food Safety Management System (FSMS)?

- 1.1. Intense farming and processing of food
- 1.2. Increase in meals consumed outside home
- 1.3. Increase in ready to eat foods
- 1.4. More traveling across the world
- 1.5. Increased amount of exotic imported foods
- 1.6. Increase in number of susceptible people

2. ISO: HIGH LEVEL STRUCTURE

The High Level Structure (HLS) is a standardized way of drafting future ISO management system standards. It is defined in Appendix SL of the ISO/IEC Directives, Part 1. All new standards should respect and share a common consistent core.

All MSS (Management System Standard) will have 10 Clauses. ISO 9001:2015, 14001:2014, 22000:2018 and 45001:2018 have following 10 Clauses.

- 2.1. SCOPE
- 2.2. NORAMATIVE REFERENCE
- 2.3. TERM AND DEFINATION
- 2.4. CONTEXT OF THE ORGANIZATION
- 2.5. LEADERSHIP
- 2.6. PLANNING
- 2.7. SUPPORT
- 2.8. OPERATION
- 2.9. PERFORMANCE AND EVALUATION
- 2.10. IMPROVEMENTS

3. ISO 22000:2018 [FSMS] – Benefits of ISO 22000

- 3.1. Applicable to whole food chain.
- 3.2. Overcomes many of the limitations of traditional approaches to food safety control.
- 3.3. Potential to identify all conceivable, reasonably expected hazards.
- 3.4. Capable of accommodating the changes.
- 3.5. Help to target or manage resources to the most critical part of the food operation.
- 3.6. Can promote international trade by equalizing food safety control and by increasing confidence in food safety.
- 3.7. Protecting People from food base Hazards
- 3.8. Keeping every Customer with Organization, Assurance that food will not cause harm to the consumer when it is prepared and/or eaten according to its intended use.
- 3.9. Preventing Food Safety Errors

4. Food Safety Management [Primary Elements]

- 4.1. Interactive Communication
- 4.2. System Management
- 4.3. Pre-requisite Program
- 4.4. Hazard analysis and critical control point

5. Food Safety Management [General Principles]

- 5.1. Focus on Customer and Interest Parties
- 5.2. Provide Leadership for your Organization
- 5.3. Engage and Involve your People
- 5.4. Use a Process Approach
- 5.5. Encourage Improvement
- 5.6. Use Evidence to make Decisions
- 5.7. Manage your Corporate Relationships

6. HACCP – Preliminary Steps & Principles

6.1. Assemble and train the HACCP team: The team must have the technical expertise and awareness of the potential hazards and control associated with the animal feed production.

6.2. Describe the products and processes: A detailed description of the process and final products will be provided.

6.3. Identify intended users: The intended users of the final product are stated.

6.4. Construct a flow diagram: A systematic representation of the sequence of steps involved in the production of the final product is constructed.

6.5. Validate the flow diagram: Validating that the constructed flow diagram accurately reflects what happens during production

6.6. Conduct a hazard analysis (Principle 1): Hazard analysis involves Identifying the hazards that may affect the process:

6.6.1. Identifying the steps where hazards are likely to occur

6.6.2. Deciding which hazards are significant

6.6.3. Determining the measures necessary to control the hazards

6.7. Determine the critical control points (CCPs) (Principle 2): These are the steps where control measures are necessary to prevent biological, chemical or physical hazards presenting a safety risk to animals or consumers.

6.8. Establish critical limits for each CCP (Principle 3): Critical limits are the values which are set for control measures to ensure the feed is safe. Critical limits should be unambiguous and measurable.

6.9. Monitoring of control measures at each CCP (Principle 4) Monitoring is necessary to confirm that the process is under control and critical limits are not exceeded. Monitoring systems should state:

6.9.1. What the critical limits and target levels are

6.9.2. How the monitoring should be undertaken

6.9.3. Where the monitoring should be taken

6.9.4. When the monitoring should be taken

6.9.5. When the monitoring should be undertaken

6.9.6. Who is responsible for monitoring

6.10. Establish corrective actions (Principle 5): Corrective action is the action taken when a critical limit is exceeded. There are two parts to corrective action. Firstly, what to do with the affected product, and secondly, bringing the process back under control.

6.11. Establish verification procedures (Principle 6): Verification involves the use of methods, procedures and tests, in addition to those used in monitoring to demonstrate that the decisions made in the development of the HACCP study are valid and effective.

6.12. Establish documentation and record-keeping (Principle 7): Documentation helps to demonstrate compliance to the HACCP plan and to support a due-diligence defense if this is required in court.





By Krishna Dutta
Director - Grtfudzz
Impex Pvt. Ltd.

Two Key Sanitation Conditions

- A. Employee practices to prevent cross-contamination;
- B. Separation of raw and ready-to-eat food.

A. Cross-Contamination

Cross-contamination is the transfer of biological or chemical contaminants to food products from raw foods, food handlers, or the food handling environment. The type of cross-contamination most frequently implicated in food borne illness occurs when pathogenic bacteria or viruses are transferred to ready-to-eat foods.

Goal: To prevent cross-contamination from insanitary objects to food, food-packing materials and other food-contact surfaces, including utensils, gloves and outer garments, and raw product to cooked product or ready-to-eat products.

Common Daily Sanitation Practices to Prevent Cross-Contamination

- a) Adequate separation of raw and cooked or ready-to-eat product handling or processing activities;
- b) Adequate separation or protection of products in storage;
- c) Food handling or processing areas and equipment adequately cleaned and sanitized;
- d) Employee hygiene, dress and hand washing practices;
- e) Employee food handling practices and utensils; and
- f) Employee traffic or movement about the plant.

Examples of Poor Employee Practices:

- a) Handling raw product, then handling cooked product;
- b) Working near or on the floor, then handling product;
- c) Returning from restrooms without washing hands;
- d) Shovel used to handle floor waste, also used to handle product;
- e) Scratching face, then handling product; and
- f) Touching unclean cooler door handle, then handling product.

Corrections Concerning Cross-contamination:

- a) Stop activities, if necessary, until the situation is corrected;
- b) Take steps to prevent contamination from re-occurring;
- c) Evaluate product safety and, if necessary, divert, reprocess or discard affected products; and
- d) Document what corrections were taken.

Continuous monitoring for cross-contamination: Although the recording form may list designated periods for checks (e.g., morning and afternoon shift), concerns for cross-contamination should extend through the entire work day.

Sources of pathogens that could cross-contaminate finished products:

- a) Handlers and other plant personnel;
- b) Raw food;
- c) Equipment or utensils; and
- d) Processing plant environment.

Goal: To ensure that product handling and/or processing procedures prevent the cross-contamination of seafood products by raw materials, ingredients or processing operations.



B. Separate raw and ready-to-eat products:

- a) When receiving products or ingredients;
- b) During processing of handling operations;
- c) During storage; and
- d) During shipping.

Prevent cross-contamination during processing by:

- a) Designating separate areas for handling raw and ready-to-eat products;
- b) Controlling the movement of equipment from one area to another; and
- c) Controlling the movement of employees from one area to another.

Goal: Prevent cross-contamination of seafood products by ensuring that employees follow proper personal hygiene and hand washing practices.

Employee hygiene practices:

- a) Hand washing;
- b) Jewelry;
- c) Hair/beards;
- d) Footwear;
- e) Eating, drinking, smoking, etc.; and
- f) Other – perspiration, cosmetics, medicine.

Reason for a Hand Washing Program:

- a) Many employees do not routinely wash their hands;
- b) Hand washing is not conducted properly; and
- c) Many employees do not understand the importance of hand washing.

How to wash hands:

- a) Remove jewelry;
- b) Wet hands with warm water (110° F);
- c) Lather and rub using warm water;
- d) Rinse;
- e) Dry with disposable paper towels; and
- f) Avoid re contamination

When to wash arms and hands:

- a) After touching bare human body parts other than clean hands and clean exposed portions of arms;
- b) After using the toilet room;
- c) After coughing, sneezing, using a handkerchief or disposable tissue, using tobacco, eating, or drinking;
- d) After handling soiled equipment or utensils; and;
- e) During food preparation, as often as necessary to remove soil and contamination and to prevent cross-contamination when changing tasks



By Dilip Negi,
Vice President-
Strategy & Planning

LEADERSHIP

As per ISO out of 7 quality principals leadership is second important next to Customer focus. Leaders at all levels establish unity of purpose and direction and create conditions in which people are engaged in achieving the organization's quality objectives.

If you refer history Leaders throughout the world have inspired, disappointed, empowered, enraged, challenged, and scared the people they serve.

They can lead nations through wars or waste their country's finances in a foolish manner while scattering hopes and dreams of millions of citizens. They can make a nation political, economic super power or notorious terrorist nation, politically & economically weak.

You may love or hate them, but fact is they are all leaders with unique sets of strengths and weaknesses.



Leadership Styles

What methods and behaviors a leader adopts when directing, motivating, and managing others will determine his leadership style. A person's leadership style also determines how he strategizes and implements plans while considering for the expectations of stakeholders and the wellbeing of his team.

Here are the 8 most common leadership styles:



1. Democratic Leadership - makes decisions based on the input of each team member.

2. Autocratic Leadership - makes decisions without taking input from anyone who reports to them.



3. Laissez-Faire Leadership - literally translates to "let them do," and leaders who embrace it afford nearly all authority to their employees.

4. Strategic Leadership - sit at the intersection between a company's main operations and its growth opportunities.



5. Transformational Leadership is always "transforming" and improving upon the company's conventions.

6. Transactional Leadership These managers reward their employees for precisely the work they do.



7. Coach-Style Leadership - this leader focuses on identifying and nurturing the individual strengths of each member on his or her team.

8. Bureaucratic Leadership - Bureaucratic leaders go by the books. This style of leadership might listen and consider the input of employees — unlike autocratic leadership — but the leader tends to reject an employee's input if it conflicts with company policy or past practices.



However decades of research have confirmed that the best leaders are not equally skilled in all aspects of leadership. Instead, they are excellent at utilizing their strengths while surrounding themselves with people who make up for their shortfalls.

Strengths of Successful Leaders

If you try to be good at everything, you will most likely only excel at mediocrity.

Indeed, research confirms that ignoring your strengths, empowering weaknesses, and striving to be an excellent all-rounder is a misguided concept.

For example, a visionary leader may not be a great communicator, and someone extraordinary at sharing knowledge may lack deep insights into the future direction of the company. and yet, putting in place the best team with a balance of strengths (and listening to them) will offset the deficiencies.

Four Domains

a)- Executing :

Being able to make things happen and get jobs done, turning an idea into reality - The achiever works relentlessly towards a goal, while the arranger excels at identifying the ideal balance of people to achieve it.

b)- Influencing:

The ability to reach a wider audience and sell ideas beyond the confines of their organization - Someone with command or self-assurance is gifted in conveying a powerful message. Those with communication or woo place people in a position where they feel comfortable doing their best work.

c)- Relationship Building:

The ability to hold the team together, creating and maintaining unity, rather than existing as a collection of individuals - Those who exhibit positivity and harmony focus on reducing distractions and interruptions to their team, allowing them to focus on the task at hand. At the same time, the relator or mentor is a passionate guide for the team to reach their true potential.

d)- Strategic Thinking:

A company that plans to survive needs leaders with vision – the ability to see what could be - Relationship building domain: Strategic thinking domain: An individual strong in context or strategic themes takes lessons from the past to create a vision of the future. At the same time, the analytical leader looks at the data to understand the connection between cause and effect. Remember, there is no ideal set of leadership strengths; each leader, and their balance of strengths, is unique. Followings are few examples of great leadership.

Idea - TV chef Jamie Oliver

TV chef Jamie Oliver took a bold idea – to challenge the eating habits of an entire generation – and gave birth to rolled “Feed me Better” campaign in England for school children and his healthy eating campaign secured an incredible £280 million in funding from then UK Prime Minister Tony Blair.

This is probably one of the most important and biggest food revolutions in UK history.

Influencing - How to convey powerful messages have been implemented in UK schools.

“I have a dream that my four children will one day live in a nation where they will not be judged by the colour of their skin, but by the content of their character” - Martin Luther King Jr..

The “I have dream” speech on August, 1963 attended by 250,000 people became a defining moment for the civil rights movement, impacting not only the generation at the time but those that followed, ultimately calling for an end to racism in the United States.

Relationship Building – how to build a team rather than a collection of individuals

Hillary Clinton may have failed in her attempt in 2016 to become US President, but in doing so, she inspired millions of girls and women around the world. Clinton’s connection with women at a grassroots level led to a shared sense of strength and common goals, showing that even in defeat, she was able to be a strong leader.

Strategic Thinking – How to make bold decisions for the future based on insights from the past

Brad Anderson, CEO of electronics retailer 'Best Buy', created a company atmosphere that is more like a college campus than a Fortune 500 company headquarters. Anderson's insatiable curiosity led him to study the existing yet failing retail model. Using his deep understanding, he placed the needs of the customer first and challenged convention, which resulted in incredible growth. Anderson's may not look or act like a conventional CEO, but, in 25 years, he has taken a mostly unheard of store and turned it into the largest electronics retailer in America.

Rationale:

Rationale behind the concept of leadership w.r.t. quality management system is creation of unity of purpose and direction and engagement of people enable an organization to align its strategies, policies, processes and resources to achieve its objectives.

Key Benefits

1. Increased effectiveness and efficiency in meeting the organization's quality objectives
2. Better coordination of the organization's processes
3. Improved communication between levels and functions of the organization
4. Development and improvement of the capability of the organization and its people to deliver desired results

Actions to be taken:

1. Communicate the organization's mission, vision, strategy, policies and processes throughout the organization.
2. Create and sustain shared values, fairness and ethical models for behaviour at all levels of the organization.
3. Establish a culture of trust and integrity.
4. Encourage an organization-wide commitment to quality.
5. Ensure that leaders at all levels are positive examples to people in the organization.
6. Provide people with the required resources, training and authority to act with accountability.
7. Inspire, encourage and recognize people's contribution.

Stress Buster Zone

1. Learn, un learn, relearn. Be a constant learner. Curiosity is the engine of achievement. It should never stop.

2. Do it with passion but don't be over confident.

3. Success Ke Peeche Mat Bhaago, Excellence Ka Peecha Karo, Success Jhak Maarke Tumhare Peeche Ayegi

4. Jo kuch insaan real mein chahta hai, actual mein, usse wahi milta hai...

5. Life mein jab time kam rehta hai na... double jeene ka, double

6. Insaan ko dibbe mein sirf tab hona chahiye... Jab woh mar chuka ho

7. Agar koi alag tarah jeena chahta hai, toh usse jeene do Har dil apni hi tarah dhadakta hai, har dil dhadakne do...

8. Zero bhi bade kaam ki cheez hoti hai ... agar use karne waala uski value pakde ... sahi jagah par laga do, toh saale ko jitni baar lagaoge ... utna hi fayda hoga

9. Aaj ... aaj ek hasi aur baant lo ... aaj ek dua aur maang lo ... aaj ek ansoon aur pee lo ... aaj ek zindagi aur jee lo ... aaj ek sapna aur dekh lo ... aaj ... kya pata, kal ho naa ho'

10. Kahin pe pahunchne ke lie kahin se nikalna bahut zaruri hota hai. Sahi waqt pe kat lena chahiye, nahi toh gile shiqwe hone lagte hain."

11. Pyaar Mein Junoon Hai, Par Dosti Mein Sukun Hai.

12. Babumushoi, zindagi badi honi chahiye ... lambi nahin

**Compiled by Arvind Vishwakarma
Dy. Manager**

Birthdays....

Sr. No.	Emp. Name	Birth Date
1	Karan Patel	1st Feb
2	Mohammad Adanan	1st Feb
3	Omkar Patil	1st Feb
4	Ratnasagar Hiraman Nagarale	1st Feb
5	Rupali Bhowad	1st Feb
6	Sunil Kumar	1st Feb
7	Aakif Zhari	2nd Feb
8	Dadasaheb Kokare	2nd Feb
9	Mayur Kumar Baria	2nd Feb
10	Mustafa Alam	2nd Feb
11	Nirbhaya Kumar Singh	2nd Feb
12	Osaid Akhtar	2nd Feb
13	Pinku Kumar Soni	2nd Feb
14	Saood Asad Khan	2nd Feb
15	Shraddha Chavan	2nd Feb
16	Nikunj Kumar Sharma	3rd Feb
17	Nirav Rathod	3rd Feb
18	Shyam Mohan Verma	3rd Feb
19	Kaushik Kumar Prajapati	4th Feb
20	Yogendra Kumar	4th Feb
21	Alpesh Parmar	5th Feb
22	Anand Pal Singh	5th Feb
23	Dhiraj Kumar	5th Feb
24	Manali Apurva Mukherjee	5th Feb
25	Prakash Kumar	5th Feb
26	Rakesh Kumar Singh	5th Feb
27	Shashank Shinde	5th Feb
28	Shubham Choudhary	6th Feb
29	Md Jawed Salim	7th Feb
30	Ajay Kumar Singh	8th Feb
31	Chintan Chotaliya	8th Feb
32	Jashdeepsinh Parmar	8th Feb

33	Arvind Tandekar	9th Feb
34	Miteshkumar Chauhan	9th Feb
35	Panneer Selvam	9th Feb
36	Dharmesh Tank	10th Feb
37	Neetu Ramesh Kanojiya	11th Feb
38	Shubham Ravindra Landge	11th Feb
39	Sushma Kindalkar	11th Feb
40	Md Arman	12th Feb
41	Narayan Gond	12th Feb
42	Shashank Sekhar Dash	12th Feb
43	Sudhir Vishwakarma	13th Feb
44	Naseeb Ansary	14th Feb
45	Pooja Katariya	14th Feb
46	Yazdan Khan	14th Feb
47	Anilkumar Patel	15th Feb
48	Dharmeshbhai Dabhi	15th Feb
49	Md.Faisal Ansari	15th Feb
50	Santosh Kumar Roy	15th Feb
51	Shahi Ghazal Hussain	15th Feb
52	Ashish Kumar Singh	16th Feb
53	Raj Deep Chaudhary	16th Feb
54	Sachin Bansod	16th Feb
55	Mukesh Pandey	18th Feb
56	Pritam Mule	18th Feb
57	Amit Kumar	19th Feb
58	Raj Mohammad Shaikh	19th Feb
59	Pratik Thakre	20th Feb
60	Rahul Gupta	20th Feb
61	Akhil Sharma	21st Feb
62	Rajan Patel	21st Feb
63	Ashwani Verma	24th Feb
64	Muralidhar m Vaity	25th Feb
65	Preet Patel	28th Feb

New ICS Employees

Sr. No.	Emp. Name	Date of Joining
1	Aditya Suresh Singh	2-Feb-22
2	Ashwin Somabhai Tadvi	1-Feb-22
3	Ganpati Kanukale	4-Feb-22
4	Khushwant Singh Barad	1-Feb-22
5	Md Afroz Alam	1-Feb-22
6	Mohammed Rashid Khan	1-Feb-22

Management & Technology Training Calendar Feb - 2022

Sr. No	Date	Course Name	Timings	Fees	Platform
1	11th Feb 2022	Effectual Business Correspondence Webinar	2.30pm to 4.30pm	900 including GST	ZOOM
2	15th & 16th Feb 2022	Internal Auditor Training for ISO 9001:2015	9.30am to 5.30pm	7000 + 18% GST	ZOOM
3	21st to 25th Feb 2022	Lead Auditor training for ISO 9001:2015	9.30am to 5.30pm	17000 + 18% GST	ZOOM
4	22nd Feb 2022	Time Mangement	2.30pm to 4.30pm	900 including GST	ZOOM
5	15th & 16th March 2022	Internal Auditor Training for ISO 13485:2016	9.30am to 5.30pm	7000 + 18% GST	ZOOM
6	21st to 24th March 2022	Internal Auditor Training for Integrated Management System (IMS) covering: 1) Quality Management System (ISO 9001:2015) 2) Environmental Management System(ISO 14001:2015) 3) Occupational Health and Safety Management System (45001:2018)	9.30am to 5.30pm	7000 + 18% GST	ZOOM

Past Sat-Gun-Sang Meet



ATMANIRBHAR BHARAT

SAT - GUN - SANG - MEET
(65th Virtual Webinar)

FOOD HYGIENE AND FOOD SAFETY SERIES

FOOD SAFETY MANAGEMENT SYSTEM PLAN

Date : Saturday, 12th February, 2022
Time : 11:00am to 12:30pm (IST)
9:30am to 11:00am (GST)

Speaker : Mrs. Krishna Dutta



Mrs. Krishna Dutta
Director - Grifudzz
Impex Private Limited




Mr. Sumit Saxena
Head of Global
Operations, Maven
Quality Assurance
Council

◆ What is FSMS ? ◆ Clauses of ISO 22000
◆ How to Achieve ISO 22000 ◆ FSMS Plan - Risk & Hazard Analysis

Panel Discussion with Mr. Sumit Saxena
Followed by Questions & Answer Session

Link For Registration will be <http://www.satgunsang.org/Reg.aspx>
Contact Person - Jarna Mandhyan, Contact No. 9907313401
Email - jarna.mandhyan@icsasian.com



ATMANIRBHAR BHARAT


SAT - GUN - SANG - MEET
(64th Virtual Webinar)

FOOD HYGIENE AND FOOD SAFETY SERIES


PRODUCT INFORMATION & CONSUMER AWARENESS

Date : Saturday, 5th February, 2022
Time : 11:00am to 12:30pm (IST)
9:30am to 11:00am (GST)

Speaker : Mr. Amrendra Mahamuni



Mr. Amrendra Mahamuni
Director, Samarth
Technologies





Mr. O S Jhavar
Senior Consultant

◆ Quick Review on Labelling & Display Regulations 2020

Panel Discussion with Mr. O S Jhavar
Followed by Questions & Answer Session

Link For Registration will be <http://www.satgunsang.org/Reg.aspx>
Contact Person - Jarna Mandhyan, Contact No. 9907313401
Email - jarna.mandhyan@icsasian.com

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We Heartily Congratulate HR.- Mr. Rahul Kadam For His Marriage



We Heartily Congratulate ICS Assure - Mr. Sanjay Dulgaj For His Marriage



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Republic Day Celebration in Head Office



Celebration in Udaipur



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